



*United States Army Dental Command*

# **CIVILIAN HUMAN RESOURCES UPDATE**

August 2009

## **BOARD RECOMMENDS NSPS CONTINUATION/ADJUSTMENTS**

The task force assigned to review the National Security Personnel System is recommending that the system continue and identified weaknesses be corrected. The three member panel noted that the NSPS performance management system assists supervisors and employees define specific performance goals and link them to organizational goals; however, it called for the system be "reconstructed" to reduce complexity and increase transparency. The board stated that it is important to replace the general schedule classification system indicating that the personnel system has to be changed. "Never has the federal workforce, particularly in the Defense Department, been as important as it is right now," said board chair Rudy DeLeon. "After a period of using contracting out, we've come back to an understanding of how critical the federal workforce is in terms of the national security mission of the United States."

## **UPDATING CIVILIAN TRAINING**

Civilian employees can now self-certify completed training and input into the Defense Civilian Personnel Data System (DCPDS) via 'My Biz'. Supervisors and managers will view their employees' training information by accessing 'My Workplace'. Until recently, civilians had to rely on the Human Resources (HR) community to input completed training. The new update process allows employees to input/add training after completing the 'My Biz' electronic signature process. Self-certified training can be deleted at any time – keeping the employee in control of their information. Once training is 'Verified', only HR can make changes. Both My Biz and My Workplace views display a 'Trng Update Source' which will allow employees and supervisors/managers to distinguish those courses that are "Self-Certified" from those that are "Verified" by HR. <https://compo.dcpds.cpms.osd.mil>.

## **FLSA EXEMPT VS. NONEXEMPT**

The Fair Labor Standards Act (FLSA) is the Federal law that insures that employees are compensated for hours worked. Depending on the position they hold, civilian employees may be "exempt" or "nonexempt" from provisions of the act. In practical terms, nonexempt employees are entitled to overtime pay at 1.5 times their regular pay for all hours of work over 8 in a day or 40 hours in a workweek. Nonexempt employees may request to receive compensatory time in lieu of overtime. Overtime pay for exempt employees is capped at 1.5 times the GS-10 step 1 pay rate. Agencies may require that an exempt employee receive compensatory time off in lieu of overtime pay. An employee's FLSA status is determined by a human resources specialist and is documented in block 35 of the Standard Form 50, Notification of Personnel Action. Physicians and dentists under the National Security Personnel System (NSPS) are not eligible for premium pay except for compensatory time off for religious observances under 5 CFR 9901.362(k). For additional information on FLSA and overtime compensation visit: <http://cpol.army.mil/library/permis/5046.html>.

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